

# Fringe Benefit Guide

## 2021



### QUESTIONS?

Human Resources | 920-929-3132

*This guide does not constitute a contract, but does contain general guidelines for employees with respect to expectations and procedures. Administration reserves the right to make decisions on a case-by-case basis.*



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## PAYROLL

Employees will be paid every other Thursday in accordance with the Payroll calendar. Unless the Thursday falls on a holiday, in which case the payroll will be paid by the end of the day on Wednesday.

### Paycheck Direct Deposit

Fond du Lac County requires all employees (unless specifically covered in a collective bargaining agreement) to utilize the convenience of direct deposit. Under this program, the employee receives an earnings statement, either via email or on paper, outlining customary gross pay, tax, deductions, and net pay information. Earnings are automatically deposited in the employee's individual savings or checking account. A record of the deposit then appears on the bank statement, which the employee reviews. The Finance department (payroll coordinator) may be contacted to initiate participation in this program or go to our website ([www.fdlco.wi.gov/hrforms](http://www.fdlco.wi.gov/hrforms)) and print off the Direct Deposit Form. Return the completed form to the Human Resources department. It should be noted that an employee's first paycheck will be a paper check that can be picked up from your supervisor after 2:00 on payday. If the paycheck is not picked up, it will be placed in the mail to be delivered to the employees address on file.

## EMPLOYMENT TYPES

The following employment categories are applicable to employees of Fond du Lac County:

<b>Full Time Employee (FT)</b>	<b>30-40 Hours/Week</b> All Benefits (Health, Dental, Vision, Sick, Vacation, Fl. Hol., Disability, Wis. Retirement)
<b>Regular Part Time Employee (RPT)</b>	<b>24-29 Hours/Week</b> Some Benefits (Health, Dental, Vision, Sick, Vacation, Fl. Hol., Wis. Retirement)
<b>Limited Part Time Employee (LPT)</b>	<b>20-23 Hours/Week</b> Vacation, Sick, Fl. Hol. Benefits Only
<b>Part Time Employee (PT)</b>	<b>0-19 Hours/Week</b> No Benefits (may be eligible for Wis. Retirement depending on hours worked on an annual basis)
<b>Seasonal Employee</b>	Hired for a limited time for seasonal operations



## TIME OFF

### Vacation

The vacation schedule for Full Time employees who work 37.5 - 40 Hours/week is as follows:

Newly hired hourly employees (except Dispatchers, Correctional Officers, and Registered Nurses) will accrue 3.34 hours of vacation time per month, or major fraction thereof, in the initial year of employment and will be eligible to use accrued time after three months of employment. In the subsequent calendar year of employment, the employee will earn no less than 5 days of vacation, but no more than 10 days, or major fraction thereof, depending on date of hire.

Newly hired salaried employees, including hourly Registered Nurses, will accrue 6.66 hours of vacation time per month, or major fraction thereof, in the initial year of employment and will be eligible to use accrued time after three months of employment. In the subsequent calendar year of employment, the employee will earn 10 days of vacation, or major fraction thereof.

Newly hired Correctional Officers and Dispatchers will accrue 8 hours of vacation time per month, or major fraction thereof, in the initial year of employment and will be eligible to use accrued time beginning January 1<sup>st</sup> following the date of hire.

**NOTE:** Limited Part Time, Regular Part-Time, and Full Time employees working between 20-37.5 hours/week are eligible and earn vacation benefits on a prorated basis. Part-time, temporary, and seasonal employees are not eligible for vacation benefits.

Hourly Employees		Salaried Employees & RNs	
Year 1	3.34 hrs/mo.	Year 1	6.66 hrs/mo.
Year 2	5-10 days*	Year 2	10 days
Year 3-6	10 days	Year 3-6	10 days
Years 7-13	15 days	Years 7-13	15 days
Years 14-20	20 days	Years 14-20	20 days
Years 21+	25 days	Years 21+	25 days

Correctional Officers		Dispatchers	
Years 1-7	96 hrs.	Years 1-6	12 days
Years 8-14	144 hrs.	Years 7-13	18 days
Years 15-21	192 hrs.	Years 14-20	24 days
Years 22+	208 hrs.	Years 21+	26 days



## Vacation Continued...

- I. Vacation is earned during one calendar year and is used the following calendar year, except for the hours accrued in the initial year of hire (of which excludes Dispatchers and Correctional Officers) (Employees on employment contracts earn vacation in the current year only).
- II. Unused vacation is not cumulative and cannot be carried over from one year to the next. Vacation that is unused is transferred to the employee's sick leave account. Wherein the employee's sick leave account already contains the maximum allowable days, the unused vacation time is lost.
- III. Employees must complete their six (6) month trial period in order to be paid out for accrued and/or unused vacation at the end of employment.
- IV. For the purpose of determining vacation anniversary eligibility, an employee whose anniversary date of hire falls between January 1<sup>st</sup> and June 30<sup>th</sup> of a given year has his/her anniversary date, for vacation purposes, established as January 1<sup>st</sup> of that year. If the anniversary date of hire falls between July 1<sup>st</sup> and December 31<sup>st</sup>, the anniversary date for vacation purposes is established as January 1<sup>st</sup> of the following year. Dispatchers and correctional officers' anniversary date will be based on their date of hire.
- V. Scheduling of employee vacations is based on a first come basis. If an unusual circumstance arises, the department head will review the situation to determine the approval of vacation requests. All vacation requests will be handled per department procedure.
- VI. Newly hired department heads are eligible for two (2) weeks of vacation prorated in the initial year of employment. Additional vacation may be granted at the discretion of the County Executive.
- VII. Labor market conditions, a candidate's specific qualifications, the best interests of Fond du Lac County or other unique circumstances are factors which may require deviation from the normal vacation schedule when filling certain "department head level" positions. In such instances, the County Executive shall be authorized to make the necessary vacation accommodation to secure the services of the candidate of choice. The County Executive shall inform the Finance, Personnel, and Economic Development Committee of his/her decision regarding such accommodations.

## Sick Leave

Full time employees who work 37.5-40 hours/week accrue sick leave credits on the basis of one-half (1/2) day per month (or major fraction thereof) of service during the initial twelve (12) months of employment. Thereafter, the rate of accrual is one (1) day per month (or major fraction thereof) of service with maximum accumulation established at one hundred and two (102) days. Limited Part Time, Regular Part Time, and Full Time employees who work between 20-37.5 hours/week accrue sick leave credits on a prorated basis pursuant to the aforementioned accrual rates.



## Sick Leave Continued...

Other sick leave provisions are as follows:

- I. Sick leave cannot be used until it is earned and the trial period has been completed.
- II. An employee who promptly notifies the department head or immediate supervisor is eligible to use sick leave if they are unable to work due to illness, bodily injury, exposure to contagious disease or to provide necessary medical care to spouse and/or dependent children (up to the limits provided by Wisconsin Family Medical Leave).
- III. An acceptable doctor's certificate may be required to justify payment of sick leave in excess of three (3) days or when an employee returns to work from an extended illness or injury.
- IV. An acceptable doctor's certificate may be required to justify payment of sick leave due to illness if the employee's pattern of illness or usage raises some doubt as to the legitimacy of the illness.
- V. A doctor's certificate is deemed "acceptable" when it satisfactorily substantiates the fact that the employee was too ill to work. In "III" above, an acceptable certificate shall also specify that the employee has recovered from the recent illness sufficiently to resume his/her duties.
- VI. An employee who becomes ill during a vacation may be eligible for sick leave pay provided that he/she contacts the department head and furnishes an acceptable doctor's certificate for day(s) claimed as sick days.
- VII. If an employee retires under the Wisconsin Retirement System, or due to disability, or dies, the County will pay to the employee or his/her estate, 50% of all unused accumulated sick leave in excess of fifty (50) days.
- VIII. Employees previously covered under a collective bargaining agreement will have their sick leave balance frozen as of January 1, 2013. After that date, these employees will accrue sick leave in a new account in accordance with the fringe benefit guide. If an employee becomes ill/injured or unable to work, as described in (II) above, any used sick leave will be deducted from their new account first. If they do not have enough sick leave in their new account, then it will be deducted from their frozen account. If the employee retires under WRS rules, they will be eligible to be paid out for one half the accrued total in their frozen account and 50% of the accrued balance in their new account over 50 days. The employee will also be eligible to receive a payout of 50% of their current year accrued sick leave balance if they had 102 days accrued as of December 31, 2012.
- IX. At the end of each calendar year, the County pays each employee who has accumulated unused sick leave credits in excess of one hundred and two (102) days, fifty (50) percent of the excess (unless this issue is covered in a collective bargaining agreement).
- X. Employees eligible for sick leave payout at the end of a calendar year may request to have all or some of the time off with pay rather than the payout in the year immediately following. Such requests should be submitted in writing to the department head with a duplicate copy to the Human Resources Department no later than December 31<sup>st</sup>. The time off shall be taken no later than May 1<sup>st</sup> or it shall be lost.
- XI. Limited Part Time, Regular Part Time, and Full Time employees who work between 30-37.5 hours/week earn and are eligible for sick leave benefits on a prorated basis. Part-time, temporary and seasonal employees are not eligible for sick leave benefits.
- XII. When using sick leave to attend a scheduled medical appointment, employees are expected to work when there is sufficient work time before or after the appointment (generally within two [2] hours depending on travel time to or from the facility). For example, an employee with a 10:30am medical appointment with the Fond du Lac County Care Clinic is expected to begin work at the normal start time (unless otherwise ill or unable to work) and leave from work to go to the appointment. If the local medical appointment were to end at 1:30pm and are released back to work, it is expected the employee will return to work to complete the work day.

## Holidays

The following are recognized paid holidays for employees (that are not excluded by a collective bargaining agreement) in their designated departments:

Code	Departments
A	Harbor Haven Health & Rehab
B	Highway Department
C	Correctional Officers (*NOTE: Receives 12 hours of holiday pay for each holiday)
D	All departments in Government Center, Administration, Airport, Clerk of Courts, District Attorney's Office, Emergency Management, Fairgrounds, Family Court, Land & Water Conservation, Health, Sheriff's Office (unless otherwise noted), UW-Extension, Parks & Planning, Fairgrounds, Golf Course and Jail Cooks
E	Dept. of Community Programs, Dept. of Social Services, and Veterans Services
F	Medical Examiner's Office
G	Dispatch

	A	B	C	D	E	F	G
New Year's Day	1	1	1	1	1	1	1
Friday Preceding Easter	--	1	1	--	--	1/2	--
Memorial Day	1	1	1	1	1	1	1
Independence Day (Sun. July 4)	1	--	1	--	--	--	1
Independence Day (Observed Mon. July 5)	--	1	--	1	1	1	--
Labor Day	1	1	1	1	1	1	1
Thanksgiving	1	1	1	1	1	1	1
Day After Thanksgiving	--	1	1	1	1	1	--
Christmas Eve	--	--	--	1	1	1	1
Christmas Day	1	--	1	--	--	--	1
New Year's Eve	--	1	--	1/2	1	1/2	--
Floating Holiday	5	3	0	3 1/2	3	3	4
Total	11	11	8*	11	11	11	11



## Holidays Continued

- I. Employees are not eligible for a “floating holiday” until completion of their trial period.
- II. If a recognized holiday falls on a Saturday, the holiday is observed on the preceding Friday. Recognized holidays falling on Sunday are observed on the following Monday unless operational needs dictate a change (excludes 24/7 operations).
- III. Employees must be in full paid status the day immediately before and after the holiday to be eligible to be paid for the holiday.
- IV. The Chief Deputy, Captains, and Lieutenants in the Sheriff’s Office and employees that work in 24/7 operations are compensated at time and one-half of hours worked on a holiday in addition to the holiday pay. Supervisory personnel in the Sheriff’s Office may be granted time off on holidays if, in the opinion of the Sheriff, their absence does not adversely affect the operations of the department.
- V. Nursing personnel are compensated at time and one-half for hours worked on a holiday in addition to the holiday pay or at the employee’s request and supervisor’s approval, compensatory time off may be granted in lieu of pay.
- VI. Full Time, Regular Part Time & Limited Part Time employees are eligible for Holiday pay, which may be prorated based on the number of hours worked. Limited Part Time and Regular Part Time employees are eligible for holiday pay for those hours normally worked provided the holiday falls on a day which they are normally scheduled to work.
- VII. Paid Holidays will count toward hours worked under the Fair Labor Standards Act (FLSA) for the calculation of overtime but sick leave, vacation and floating holidays hours will not be counted.
- VIII. Temporary and seasonal employees are not eligible for holiday pay.

## Jury Duty/Witness Service

Employees subpoenaed for jury duty or subpoenaed to serve as a witness during normal scheduled work hours, in connection with an incident related to their employment with the County, receive their normal regular pay.





## Extended Leave at Retirement

Employees retiring from County service may be eligible to use unused vacation and/or floating holiday to extend his/her service after the last actual day of work. In order for a department to plan their workflow, the retiring employee must provide a minimum of four (4) weeks notice prior to the last actual day of work. The maximum amount of extended leave granted to an employee is based on years of service with the County, as follows:

Less than 10 years of County service	up to 2 weeks extended leave
Between 10-20 years of County service	up to 3 weeks extended leave
More than 20 years of County service	up to 4 weeks extended leave

Employees are highly encouraged to use his/her vacation during the year and to plan accordingly when determining a retirement date. Any unused vacation (and vacation accrued for the next year) will continue to be paid out to the employee on the last pay check, as is required. For more information regarding this process, please refer to the memorandums dated 7/2/2016 and 7/5/2016, or call Human Resources for more information.

## Funeral Leave

Employees are eligible for up to three (3) working days leave, with supervisors' approval, of absence with pay in the event of the death of a member of their immediate family. Immediate family is defined as an employee's spouse, child, stepchild, parent, step-parent, brother, sister, daughter-in-law, son-in-law, spouse's parent (including parent of a deceased spouse), and grandchild. A one (1) working day leave of absence with pay is granted in the event of the death of other immediate relatives. Other immediate relatives are defined as the employee's grandparent, brother-in-law, or sister-in-law.

Funeral leave pay is limited to the scheduled work time lost within the period beginning with the day of death and ending with the day after the funeral. Employees must attend the funeral or the visitation at the funeral home to be eligible for funeral leave benefits.

An unpaid leave of absence of reasonable duration for the purpose of attending the funeral arrangements may be arranged with the approval of the employee's department head.

Limited & Regular part-time employees are eligible for funeral leave benefits. Part-time, seasonal and temporary employees are not eligible.



## Leaves of Absence

Provisions governing leaves of absence shall comply with requirements of the Wisconsin Family and Medical Leave Act (WFMLA) and shall include the following:

- I. All requests for Family Medical Leaves (FML) of absence are to be made in accordance with County's FMLA policy located on the Human Resources page of the County's website <http://www.fdlco.wi.gov/departments/departments-f-m/human-resources/hr-policies> . Requests need to be submitted using the appropriate forms and submitted to the department head with a copy to the Human Resources Department a minimum of fifteen (15) days prior to the starting date of the leave. The forms are located on the County's website at <http://www.fdlco.wi.gov/departments/departments-f-m/human-resources/hr-forms>. Upon return from leave, the employee is reinstated in the position he/she vacated or in an equivalent vacant position.
- II. Vacation and sick leave benefits do not accrue during approved unpaid leave of absence periods, including approved unpaid leave covered under FMLA or WFMLA.
- III. A return to work at an earlier date than scheduled must receive approval of the department head with appropriate medical documentation.
- IV. Employees on leave from the County may not be employed elsewhere.
- V. Requests for extensions of leaves of absence are to be submitted in writing to the department head with a copy to the Human Resources Department a minimum of fifteen (15) days prior to the end of the leave. Wherein an extension is not granted and the employee fails to report for work, he/she is considered resigned from his/her position.
- VI. Employees who wish to retain health insurance benefits during unpaid leaves of absence or during unpaid leave periods related to the Wisconsin Family and Medical Leave Act, but which may extend beyond leave limits prescribed by the Act, shall assume the full cost of premiums which come due during the leave. Continuance of life insurance during any period of unpaid leave shall be contingent upon employee payment of applicable premium in full. Arrangements for payment of premiums where applicable shall be made with the County Human Resources Department.
- VII. When the leave requested is a "family leave" for the purpose of caring for a seriously ill child or spouse or a "medical leave" due to the illness of the employee, current County sick leave provisions may apply and as such, run concurrent with, may be substituted in part or in whole, for leave provisions afforded by the Wisconsin Family and Medical Leave Act and the Federal Medical Leave Act (FMLA). In instances where County sick leave benefits do not apply or where accrued sick leave is insufficient to cover the duration of leave, provisions and conditions of the Wisconsin Family and Medical Leave Act (WFMLA) and the Federal Medical Leave Act (FMLA) apply.



## **Military Leave**

Fond du Lac County complies with applicable federal requirements with respect to the reinstatement and seniority of employees entering or returning from service in the armed forces of the United States.

## **Extended Medical Leave**

An employee who exhausts his/her sick leave account but remains unable to report to work may be eligible for a leave of absence of sufficient duration to recover from the illness or injury. Such leave must be measured with the needs of County, in no event exceed the employee's length of service, and shall comply with applicable medical leave provisions of the Wisconsin Family and Medical Leave Act and the Federal Medical Leave Act (FMLA). The employee will be required to furnish medical information from the physician to justify the need for the leave and stating their ability to return to work with or without restrictions. An employee returning from an extended medical leave must furnish a physician's statement that he/she is able to return to work and fully resume duties. Requests for extend medical leaves (beyond FMLA) may be denied if it places the County in a hardship to operate and the position must be filled.

## **Education, Training or Personal Leaves**

An employee may be eligible for an unpaid short term leave for educational training or personal reasons provided he/she has shown by his/her work record and performance to be of more than average value to the County and when it is deemed desirable to return the employee to County service. Such requests are considered on a case-by-case basis with the interest of the County being of primary concern and the employee's interests secondarily considered.



## INSURANCE BENEFITS

Eligibility for all insurance coverage begins on the first day of the month immediately following the completion of sixty (60) days of employment.

### Health Insurance Benefit

Full-time & Regular part-time employees, and those who work an average of 24 hours per week who total 1,248 hours over the 12 month “Look back” period are eligible for participation in the County’s health insurance program, selecting their option, the single or family plan. However, regular part-time employees are eligible for the family plan only if they have a minimum of two (2) years of continuous service with the County.

All new employees will be automatically placed in the 18%/Blue premium contribution for their first partial year of employment. Employees will have the opportunity to earn the discounted premium for their first full year of employment.

If there is a qualifying event during the calendar year, the employee has 30 days from that event to make benefit changes.

	2021 Rate	2021 Employer Share	Employee Share	
FT/Single: Silver/Gold/Platinum	\$795.65	\$700.17	\$95.48	12%
FT/Family: Silver/Gold/Platinum	\$2,088.18	\$1,837.60	\$250.58	12%
FT/Single: Bronze	\$795.65	\$676.30	\$119.35	15%
FT/Family: Bronze	\$2,088.18	\$1,774.95	\$313.23	15%
FT/Single: Blue	\$795.65	\$652.43	\$143.22	18%
FT/Family Blue	\$2,088.18	\$1,712.31	\$375.87	18%
RPT Single: Silver/Gold/Platinum	\$795.65	\$700.17	\$95.48	12%
RPT Single: Bronze		\$676.30	\$119.35	15%
RPT Single: Blue		\$652.43	\$143.22	18%
RPT Family	\$2,088.18	\$1,566.13	\$522.05	25%

***Employees will have the opportunity to participate in the Wellness Program: Go365, where employees can earn points to receive the discounts on their health insurance premiums.***

**The 2021 Plan Details are as follows:**

<b>Deductible</b>	
Single	\$1,000
Family	\$2,000
<b>Coinsurance Rate</b>	90%
<b>Out-of-Pocket Maximum</b>	<i>Includes Deductible, Medical Services, &amp; Copays</i>
Single	\$1,975
Family	\$3,950
<b>Office Visits</b>	\$25 Copay + 90% after Deductible
	In Network
<b>Office Visit – Fond du Lac County Care Clinic</b>	100% covered
<b>Specialist</b>	\$50 Copay + 90% after Deductible
<b>Routine/Preventive Care</b>	100% Covered
<b>Chiropractic Office Visit(s)</b>	\$25 Copay + 90% after Deductible
<b>Urgent Care</b>	\$40 Copay + 90% after Deductible
<b>Emergency Room</b>	\$150 Copay*, then 100%
<b>Prescription Drugs - Participating Pharmacy**</b>	\$15 / \$45 / \$60/\$100 (30 days) \$30/90/120/200-Mail order (90 days)
Tier 1 / Tier 2 / Tier 3	\$15 / \$45 / \$60/\$100 (30 days) \$30/90/120/200-Mail order (90 days)
<b>Rx Out-of-Pocket Maximum</b>	<i>Prescriptions</i>
Single	\$1,000
Family	\$2,000
Rx Network is CVS/caremark 2 co-pays per 90 day supply if mail ordered. Visit <a href="http://www.caremark.com">http://www.caremark.com</a> to get enrolled or  call 1-866-818-6911.	Mail order is needed for maintenance drugs to avoid additional out of pocket costs**.

\*Emergency room co-pay is waived if person is admitted to hospital.

\*\*The Copays and additional out-of-pocket costs for medication **if you choose NOT to use the mail order** company for maintenance drugs do apply to your prescription out-of-pocket maximum.

## UMR Plan

### Advisor

**Your plan advisor can help with:**

- Look into a recent medical claim to make sure it was paid correctly
- Check to see what out-of-pocket costs are
- See how much you have paid and how much you have left of your individual or family deductible
- Understand reward programs available to you
- Discover what services are available based on your plan

**Visit: [www.umar.com](http://www.umar.com)**

**Phone: 1-800-207-3172**

Plan advisors are available weekdays from 7 a.m. to 7 p.m. Central time.



## FDL County Care Clinic

Open Monday, Tuesday, Wednesday, and Friday 7am-5pm.

**Call 920-926-5676 to schedule.**

The Fond du Lac County Care Clinic (formerly known as the Virtual Clinic) is a benefit available to all County employees and family members who carry our Health Insurance Plan.

It is a clinic where primary care services are provided by Agnesian HealthCare/SSM Health located at 430 E Division St, Fond du Lac. A Nurse Practitioner is dedicated to the clinic and is assisted by support staff in providing services at the clinic for insured members.

### Benefits of the Fond du Lac County Care Clinic

- ◇ You will pay no deductible, no coinsurance, or no copays for office visits at the Fond du Lac County Care Clinic
- ◇ You can develop a one-on-one personal relationship with a primary care provider (nurse practitioner)
- ◇ You will receive personal attention and time concerning what to do, where to go, and who to see
- ◇ You will receive education and counseling tailored to your needs
- ◇ Annual physicals done at the Fond du Lac County Care Clinic will earn you and your insured spouse a \$50 gift card.
- ◇ Earn a chance to win a \$50 Visa Gift Card by completing the patient survey after your office visit

Insured members can use the **Convenient Care Clinic**, located at 145 N. Main Street, Fond du Lac, on weekends at no charge.



### Examples of Services Offered

- \* Physicals
- \* Health Risk Assessments for Go365
- \* Immunizations
- \* Well-child exams
- \* Disease management
- \* Preoperative physicals
- \* Acute Care/Same Day Sick
  - Pink eye
  - Sinus infection
  - Sprains/strains



## Health Insurance Benefit Continued...

\*If any employee is killed in the line of duty, the County will continue to pay for one (1) year of health insurance at the established percentage rate representing the employer's share.

Fond du Lac County's health insurance network is United Health Care (UHC) Choice Plus. UHC has a nationwide provider network and includes all our major health care providers which includes: Agnesian (SSM Health), Aurora (including St. Lukes), Froedtert, Children's Hospital of Wisconsin, Mercy, and Theda Clark.

United Health Care Choice plan only provides benefits to in-network providers. However, in certain circumstances, benefits will be payable for non-provider services only if:

- ◇ An in-network provider treats your injury or sickness and related covered expenses from that treatment are performed by a non-network provider that is a: pathologist, anesthesiologist, cardiologist, radiologist, emergency room physician, or tests sent to independent labs outside the facility.
- ◇ You are currently under a care plan with a non-network provider and the care is eligible to continue under a under Continuity of Care provision.
- ◇ You require emergency medical care.

\*The County has the same administrator, UMR, and our network is UHC Choice +.

## Find an in-network provider

**Please follow these steps:**

1. [www.umar.com](http://www.umar.com)
2. Click on Find a Provider
3. Click on Medical
4. Locate United Choice + Network and click on the network
5. Then you have the option to click on Medical or Behavioral Health
6. You can also check your provider by calling the toll free number 800-826-9781 and ask for customer service on network providers.



## Additional benefits on our health insurance policy:

- \* An annual eye exam (usual and customary), is covered at 100% for each insured member
- \* Annual health club reimbursement of up to \$200 maximum per insured employee
- \* Reduction in mail order prescriptions (90-day supply) to 2-month co-pay from 3-month co-pay. Visit <http://www.caremark.com> to enroll
- \* Tobacco Cessation
- \* Nutrition Counseling
- \* Disease Management Programs-Diabetes, High Blood pressure and Cholesterol (Health Navigator)
- \* Physical Exams are now covered under wellness at 100% (excluding lab tests)
- \* Annual Health Risk Assessments are offered every November
- \* Coverage of Autism services to children
- \* Covering dependents up to age 26
- \* Increased coverage of mental health services provided by mental health professionals.
- \* Out of state wrap coverage will be under PHCS Health Directions (Travel Network) effective 1/1/2010
- \* Over the counter antihistamines and PPI's (proton pump inhibitors) such as Prilosec, Prevacid, Aciphex, Protonix, Nexium, and Zegarid at the generic co-payment

### **Screenings/services for all members at appropriate ages or risk status:**

- ◇ Digital mammography
- ◇ Any mammography screening for women over age 20
- ◇ Virtual colonoscopy
- ◇ Osteoporosis screening for women over age 60
- ◇ HIV testing for all risk levels
- ◇ Prostate cancer screening for men over age 40

## **Real Appeal - NEW 2021**

Insured Fond du Lac County employees and their insured spouses and children over 18 who have a BMI of 23 and over are eligible to participate in the Real Appeal weight loss program for FREE. Insured employees, spouses, and dependents over 18 who have a BMI of 30 and above or a BMI of 25-29.9 with a qualifying comorbidity can participate in group coaching sessions and one-on-one sessions for weight loss. Those who have a BMI between 23-29.9 without a qualifying comorbidity will be offered group sessions for weight loss. Comorbidities include diabetes, pre-diabetes, dyslipidemia, high blood pressure, and a tobacco user. Members can sign up online and once approved receive a kit including a scale, workout DVDs, recipe guides, and more. This is a program for eligible participants to lose weight and get healthy at no cost to the employee.





## Health Navigator

Fond du Lac County offers a health management program called HealthNavigator. The program is open to an employee, spouse, or dependent insurance under the County's health plan that has been diagnosed with *Diabetes, High Blood Pressure, and/or High Cholesterol*.

**Enrollment in the program is free and confidential.**

HealthNavigator participants will work with Cynthia Liethen, APNP of the Fond du Lac Care Clinic, who will act as your personal health coach and meet with you in a "one-on-one" setting. This individualized approach of managing health improves quality and benefits individuals by preventing expensive and avoidable complications.

In addition, participants receive **reduced copays** on medications related to diabetes, high blood pressure, and/or high cholesterol. Cynthia Liethen will help you better understand the medications you take and make recommendations on how to improve your health.

### HealthNavigator Program Benefits

#### Regular face-to-face meetings with Cynthia Liethen, APNP

Sessions are offered at the Fond du Lac Care Clinic. Initial appointments will last 30-60 minutes and follow up visits will last 20-30 minutes. You will be in compliance if you have 3 coaching sessions per year.

Call 920-926-5676 to schedule and indicate it is for Health Navigator.

#### On-site sessions are available throughout the year

Tiers	HealthNavigator Retail Pharmacy Prescriptions
Tier 1- Generic Drugs	\$0
Tier 2- Preferred Brand-Name Drugs	\$5
Tier 3- Non-Preferred Brand- Name Drugs	\$20

#### Better control over your condition(s)

All visits are designed to increase healthcare knowledge.

#### Reduce health complications

Cynthia Liethen will work with you to identify the best course of action that can reduce your risk for complications and improve your health. This program is not intended to substitute medical advice of your provider or specialist. It is designed to enhance your existing care.

**For more information, contact the County's Benefit**

**Coordinator, Mary Fortney at 920-929-3312.**



This benefit is for  
Lac County em-  
insured family.

insured Fond du  
ployees and their

## Talk to a doctor in 10 minutes anytime, anywhere



**FREE!**

Virtual office visits for  
**General Medicine** non-emergency  
care, **Dermatology** and **Behavioral**  
**Health care visits**



Connect by  
phone, video or  
mobile app



24/7 assistance in  
10 minutes



A network of qualified  
family physicians



Prescriptions sent to  
your pharmacy



Low-cost alternative to  
ER or urgent care

**Website Access:** [www.teladoc.com](http://www.teladoc.com)

**App Access:** Search for “Teladoc” in Google Play Store or App Store.

# Dental Insurance



Enrollment in voluntary Dental coverage is for a minimum of 12 months.

Phone: 1-800-236-3712

www.deltadentalwi.com

**\*\* CheckUp Plus allows enrollees to get diagnostic and preventative services without the cost being applied to the individual annual maximum.**

Benefit Plan Design with Delta	Delta Dental PPO	Delta Dental Premier	Non-Contracted Dentist
Individual Annual Maximum	\$1,000		
Deductible	\$50 single / \$150 family		
Diagnostic & Preventive Services [Exams, Cleanings, Fluoride Treatments, X-rays, Sealants]	100%	100%	100% of Max. Plan Allowance
Basic Services [Fillings, Emergency treatment to relieve pain, Extractions non-surgical & surgical, and other oral surgery]	80%*	80%*	80%* of Max. Plan Allowance
Major Restorative Services [Non-surgical & surgical periodontics and endodontics, Crowns, Implants, Bridges, Dentures]	50%*	50%*	50%* of Max. Plan Allowance
Orthodontic Services	50%	50%	50% of Max. Plan Allowance
Orthodontic Annual Maximum	\$1,000 per Covered Dependent Child to age 19		

	Monthly Premium
Employee	\$35.45
Employee & Spouse	\$73.01
Employee & Children	\$88.49
Employee & Spouse & Children	\$145.49

## Two dental networks:

Delta Dental PPO™ + Delta Dental Premier®



**Delta Dental PPO Dentists**  
(Accept reduced fees – saving you the most money)

**Delta Dental Premier Dentists**  
(Accept reduced fees, but not as low as PPO dentists)

**Out-of-Network**  
(No agreed-upon discounts)



## Vision Insurance

Enrollment in voluntary Vision coverage is for a minimum of 12 months.

**Phone: 1-800-507-3800**

**[www.superiorvision.com](http://www.superiorvision.com)**

**Full Service Plan** includes one vision exam per insured per year.

**Materials Only Plan** does not include a vision exam. If you carry Fond du Lac County's health insurance plan, one vision exam is included per insured per year so Materials Only would then be your best choice for Vision coverage.

**\*\*Superior Vision now offers \$200 benefits and discounted prices starting at \$699 per eye on laser vision correction in lieu of using the materials benefit.**

Superior Vision Plan Design	Materials Only Plan	Full Service
<b>Vision Exams</b>	Not Covered	Covered in full
<b>Eyeglass Frames</b>	\$100 Allowance every 24 months	\$100 Allowance every 24 months
<b>Eyeglass Lenses</b>	Covered in full every 12 months	Covered in full every 12 months
<b>Eye Contacts*</b>	\$125 allowance every 12 months	\$125 allowance every 12 months
<b>Lasik Services*</b>	\$200 allowance	\$200 allowance



Vision Insurance Premiums	Materials Only	Full Service
<b>Employee</b>	\$7.95	\$11.25
<b>Employee &amp; Spouse OR Employee &amp; Children</b>	\$15.90	\$22.50
<b>Family</b>	\$21.09	\$29.80



## WELLNESS PROGRAM

At Fond du Lac County, employee health and wellness is a central part of the organizational vision. Fond du Lac County provides employees with the opportunity to participate in fun and engaging wellness programming that supports you in maintaining or improving your overall health. By offering on-site activities, company-wide challenges, dynamic lunch & learns, health screening opportunities and much more, our wellness program has helped Fond du Lac County earn the designation as one of America's Healthiest Companies. You are also encouraged to consider joining the Wellness Committee, where enthusiastic individuals help to promote and implement future health and wellness related programming. For more information about the wellness benefits and programs that the Wellness Program offers, refer to our website: [www.fdlco.wi.gov/wellness](http://www.fdlco.wi.gov/wellness).

### **Go365**

At Fond du Lac County, all employees who enroll in the Health Plan have the opportunity to participate in the Go365 wellness initiative. Go365 is a wellness and rewards program that inspires employees to live healthier lives for themselves and their families. With this program, you can choose to do as much or as little as you would like. The program gives employees the opportunity to receive discounts on their health insurance premiums for the following plan year, and earn prizes. Once enrolled, for more information, call 1-800-708-1105 or visit [www.go365.com](http://www.go365.com).



## WORKER'S COMPENSATION

Employees who are injured within the scope of their employment shall be eligible for Worker's Compensation (WC) benefits pursuant to the following:

- ◇ An employee eligible for payment of worker's compensation benefits shall not be eligible for payment of sick leave credits.
- ◇ Employees absent under worker's compensation will be required to furnish a physician's certificate before returning to duty if they are absent three (3) or more days. Employees who are absent for an extended period will be required to furnish a physician's certificate every fourteen (14) days in addition to the above. Required examinations by a physician will be paid by the employer.
- ◇ Under present law, worker's compensation is not paid for the first three (3) days of industrial illness or injury unless the person is off for over seven (7) days at which time the first three (3) days are then paid. In instances where the first three (3) days are not paid, the employer will pay the employee for the three (3) days upon verification that the employee was absent due to industrial illness or injury.
- ◇ Correctional Officers who are injured as a direct result of an inmate's actions will receive their regular pay, or made whole, for up to 12 months, until they are able to return to work. Any employee approved for this payment shall endorse their WC check over to the Employer. All other injuries will be handled through normal WC procedures.

# EMPLOYEE ASSISTANCE PROGRAM

Fond du Lac County offers employees the services of an Employee Assistance Program (EAP). The EAP is a **free, voluntary** and **confidential** service designed to help employees and their families resolve personal problems which affect job performance and/or personal well-being. EAP services include problem assessment/evaluation, education, short term support, counseling, referrals to community resources, consultation and health and promotional activities.

## Confidential Emotional Support



Our highly trained clinicians will listen to your concerns and help you or your family members with any issues, including:

- Anxiety, depression, stress
- Grief, loss and life adjustments
- Relationship/marital conflicts

## Work-Life Solutions



Our specialists provide qualified referrals and resources for just about anything on your to-do list, such as:

- Finding child and elder care
- Hiring movers or home repair contractors
- Planning events, locating pet care

## Legal Guidance



Talk to our attorneys for practical assistance with your most pressing legal issues, including:

- Divorce, adoption, family law, wills, trusts and more
- Need representation? Get a free 30-minute consultation and a 25% reduction in fees.

## Financial Resources



Our financial experts can assist with a wide range of issues. Talk to us about:

- Retirement planning, taxes
- Relocation, mortgages, insurance
- Budgeting, debt, bankruptcy and more

## Online Support



GuidanceResources® Online is your 24/7 link to vital information, tools and support. Log on for:

- Articles, podcasts, videos, slideshows
- On-demand trainings
- "Ask the Expert" personal responses to your questions

Fond du Lac County contracts with ComPsych to provide these services to employees. ComPsych is the pioneer and worldwide leader of employee assistance programs. Their global reach and extensive network of providers and resources means employees get the benefit of a centrally managed EAP, with consistent service delivery for employees, wherever they are working.

Your ComPsych Guidance Resources program offers someone to talk to and resources to consult whenever and wherever you need them.

**COMPSYCH®**  
GuidanceResources® Worldwide



## Contact Your GuidanceResources® Program

Call: 800.272.7255

TTY: 800.697.0353

Online: [guidanceresources.com](https://guidanceresources.com)

App: GuidanceNow<sup>SM</sup>

Web ID: FDLCOEAP

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# VOLUNTARY DISABILITY INSURANCE

Sun Life Assurance Company of Canada is our voluntary Group Long Term Disability Carrier available to full time employees the first of the month after 60 days of employment. Disability insurance is only offered upon new hire or by completing an application **and** meeting eligibility requirements. Two options are available: one with a 30 day waiting period, the other with a 90 day waiting period. Questions regarding your Sun Life policy should be directed to the company at 1-800-247-6875 or their website at [www.sunlife-usa.com](http://www.sunlife-usa.com).

Option 1 – 30 Day Wait Class 1 on Rate Chart	
Eligible Class of Employees:	All Full-Time Active
Monthly Benefit Percent:	60% of Monthly Earnings
Maximum Payment Amount:	\$6,000.00 per month
Maximum Payment Duration:	2 Years
Elimination (Waiting) Period Before Receiving Benefits:	30 Calendar Day from date of injury/illness
Social Security Integration:	Full Family Social Security Benefits
Definition of Disability:	2 Year Own Occ
Residual:	Yes
Pre-Existing Conditions:	12/24 Exclusion
Escalation Benefit:	0
Spousal Coverage:	None
Contributory:	Yes (100% Eligible Employee)
Continuity of Coverage:	Yes
Survivor Benefit:	3 Months
Mental-Nervous Limitation:	24 Months
Special Conditions Limitation:	24 Months
100% Working Benefit Duration:	12 Months
Gainful Earnings:	80/60

Option 2 – 90 Day Wait Class 2 on Rate Chart	
Eligible Class of Employees:	All Full-Time Active
Monthly Benefit Percent:	60% of Monthly Earnings
Maximum Payment Amount:	\$6,000.00 of Monthly Earnings
Maximum Payment Duration:	RBD – Normal Retirement Age – Age 65
Elimination (Waiting) Period Before Receiving Benefits:	90 Calendar Date from date of injury/illness
Social Security Integration:	Full Family Social Security Benefits
Definition of Disability:	2 Year Own <u>Occ</u>
Residual:	Yes
Pre-Existing Conditions:	12/24 Exclusion
Escalation Benefit:	0
Spousal Coverage:	None
Contributory:	Yes (100% Eligible Employee)
Survivor Benefit:	3 Months
Mental-Nervous Limitation:	24 Months
Special Conditions Limitation:	24 Months
100% Working Benefit Duration:	12 Months
Gainful Earnings:	80/60

30 Day Wait with 2 Year Benefit	
Under Age 24	\$0.19
Age 25-29	\$0.22
Age 30-34	\$0.29
Age 35-39	\$0.40
Age 40-44	\$0.50
Age 45-49	\$0.77
Age 50-54	\$1.19
Age 55-59	\$2.01
Age 60-99	\$3.58

90 Day Wait with Benefits to Age 65	
Under Age 24	\$0.15
Age 25-29	\$0.18
Age 30-34	\$0.25
Age 35-39	\$0.37
Age 40-44	\$0.49
Age 45-49	\$0.77
Age 50-54	\$1.07
Age 55-59	\$1.36
Age 60-99	\$1.39





## WRS- DISABILITY BENEFITS

In addition to retirement benefits, the Wisconsin Retirement System (WRS) provides disability and Long Term Disability Insurance (LTDI) benefits to employees enrolled in WRS. Eligibility for these benefits is based on certain service credit prerequisites. Persons enrolled in WRS prior to October 16, 1992 and who leave county service as a result of disability may choose to apply for disability benefits or LTDI. Those enrolled in WRS after October 16, 1992 are eligible for LTDI benefits only. Employees who are participants in WRS and who become disabled (due to a physical or mental impairment that is likely to be permanent) should contact WRS at (877) 533-5020 for detailed information concerning these benefits, related eligibility factors and disability application procedure.

## FLEXIBLE SPENDING

Fond du Lac County employees are provided with an opportunity to participate in a Section 125 “Flexible Spending Account” Program. Under this program, employees can set aside a portion of their income at the beginning of the year, prior to federal, State and FICA tax deductions. This money can then be used for payment of out-of-pocket costs involving health insurance premiums, deductibles, co-payments and other health related expenses as well as dependent care costs which occur during the course of that calendar year. Eligibility requirements for participation in this program include full-time or regular part-time employment status and completion of sixty (60) days of service.

### 2021 Plan Year Maximum Contributions

**Health Care Account: \$2,750.00**

**Dependent Care Account: \$5,000.00**



More details on this program are available from the County Human Resources Office.

Visit [www.ebcflex.com](http://www.ebcflex.com) or call 1-800-346-2126 for more information.

- ◇ The money that you set aside in the BESTflex Plan is free from payroll taxes.
- ◇ You can participate even if you are not insured with Fond du Lac County.
- ◇ Fond du Lac County does participate in the 2½ month **grace period** see the EBC flex website for details.





## WISCONSIN RETIREMENT SYSTEM

Category	Employee Contribution	Employer Contribution
General	6.75%	6.75%
Protective	6.75%	11.84%
Elected	6.75%	6.75%

Effective with the passage of Act 10 and 32 on June 24, 2011, new hires will be required to work at least twelve hundred (1200) hours each year to participate in the Wisconsin Retirement System and are subject to the rules and regulations thereof. Employees under the WRS system prior to July 1, 2011 are grandfathered under the old rule of working 600 hours per year. Eligible employees begin participation immediately upon employment and such participation currently requires employer and employee contributions in the above table.

State Law requires employees to pay the full employee contribution rate unless it is under a collective bargaining agreement that covers WRS contributions.



## GROUP LIFE INSURANCE

Employees who are eligible to participate in Wisconsin Retirement System will be eligible for group life insurance under the Group Life Insurance Program for Employees of Wisconsin municipalities the first of the month following 30 days of employment, pursuant to rules and regulations thereto. The amount of coverage is equal to the employee's gross annual earnings rounded to the next highest thousand. The County contributes up to nine (\$9.00) dollars per month toward the employee's share of the cost for this coverage.

Additional and supplemental coverage is available if an employee wishes to increase coverage limits. Under these options, coverage limits may be doubled or may be incrementally increased to provide coverage limits equal to five times the employee's gross annual earnings. The employee assumes the cost for such additional coverage through payroll deduction under a group rate structure.

Employees eligible for coverage under the County's group life insurance program have an additional choice of selecting spouse and dependent life insurance coverage. Coverage is available under two (2) options: Option I provides coverage on the basis of ten thousand (\$10,000) dollars for the spouse and five thousand (\$5,000) dollars for each dependent at a total cost of one dollar and 75 cents (\$1.75) per month. Option II extends coverage limits to twenty thousand (\$20,000) dollars for the spouse and ten thousand (\$10,000) dollars for each dependent at a total cost of three dollars and 50 cents (\$3.50) per month. In either instance, the employee assumes the cost for the optional coverage through payroll deduction.



## DEFERRED COMPENSATION

The County offers Full Time and Regular part-time employees an opportunity to participate in a deferred compensation program. This program, offered through ICMA-RC, allows employees to make payroll deductions to put into a retirement account. Participation is completely voluntary and no County contributions are made on behalf of the employee. Fond du lac County employees are able to make contributions to their ICMA-RC account on a pre-tax and post-tax (Roth) basis. In some instances, deferred compensation may offer significant withholding tax savings to an employee. Details on participation are available from the Human Resources department.



### 2021 Plan Year Contribution Maximums

Elective Deferral Limit: \$19,500

Catch-Up Contributions (55 years & up): \$6,500

## IMPORTANT CONTACTS

Company Name	Benefit	Contact Phone	Contact Website
County Care Clinic	Employee Clinic	920-926-5676	<a href="http://www.agnesian.com">www.agnesian.com</a>
ComPsych	EAP	1-800-272-7255	<a href="http://www.guidanceresources.com">www.guidanceresources.com</a>
Delta Dental	Dental Insurance	1-800-236-3712	<a href="http://www.deltadentalwi.com">www.deltadentalwi.com</a>
Teladoc	Teladoc	1-800-835-2362	<a href="http://www.teladoc.com">www.teladoc.com</a>
SuperiorVision	Vision Insurance	1-800-507-3800	<a href="http://www.superiorvision.com">www.superiorvision.com</a>
Sun Life	Long Term Disability	1-800-247-6875	<a href="http://www.sunlife-usa.com">www.sunlife-usa.com</a>
Employee Benefits Corp.	Flexible Spending	1-800-346-2126	<a href="http://www.ebcflex.com">www.ebcflex.com</a>
Go365	Wellness Program	1-800-708-1105	<a href="http://www.go365.com">www.go365.com</a>
WRS	Retirement & Life Insurance	1-877-533-5020	<a href="http://www.etf.wi.gov">www.etf.wi.gov</a>
ICMA	457 Deferred Comp.	1-866-328-4677	<a href="http://www.icmarc.org">www.icmarc.org</a>



## **Human Resources Website**

**[www.fdlco.wi.gov/hr](http://www.fdlco.wi.gov/hr)**

### **HR FORMS: [www.fdlco.wi.gov/hrforms](http://www.fdlco.wi.gov/hrforms)**

Forms on our website include:

- Form W-4 & WT-4
- Payroll Calendar
- 457 Change Form (Deferred Comp)
- Beneficiary Designation Form
- Direct Deposit Form
- FMLA Form Employee
- FMLA Form Family Member
- FMLA Form Military Leave
- Fitness Reimbursement \$200 Form GHT
- Flex Spending Claim Form

### **HR POLICIES: [www.fdlco.wi.gov/policies](http://www.fdlco.wi.gov/policies)**

County policies available include:

- Fringe Benefit Guide
- Human Resources Handbook
- Family Medical Leave (FMLA) Policy
- Social Media Policy

*These policies may only be amended by the Fond du Lac County Executive, the Finance, Personnel and Economic Development Committee or the Fond du Lac County Board.*

## **Find us on Social Media**

*@fdlcounty*

